

# SMART Goal 4

8.iv

[RETURN TO INSTRUCTIONS](#)

Enter all information for each SMART goal. Do not combine multiple action steps in one line - list each one separately and in order of the start date.  
It is not necessary to use all 20 action step lines. Use only as many steps as needed. DO NOT CUT & PASTE or DELETE ROWS!

<b>SMART Goal</b> Specific/Strategic - Who? What? Measurable - %, How? Attainable - Reasonable? Relevant - Why? Timed - When?	By the end of cycle 3 of the Danielson Teacher Evaluation model, 80% of identified teachers will be rated Effective or Highly Effective in Domains 1d & 3c as a result of implementation of UDL through Professional Development, PLCs and administrative feedback.
<b>Performance Challenge Being Addressed</b>	Minimal student engagement as measured by teacher observations and walkthroughs.
<b>Strategies to Address Challenge</b>	<div>1: Professional Development in the area of UDL and student engagement will be provided. UDL lessons will be created for each major content area. UDL team will meet biweekly to collaborate.</div> <div>2: Materials and resources to implement UDL will be purchased.</div> <div>3: Administrative walkthroughs, teacher observations and review of lesson plans will focus on monitoring and supporting teacher's instructional decisions regarding UDL and student engagement.</div>
<b>Target population</b> [Focus school subgroups only]	<b>All students, with focus on SWD and Black</b>

**Do not base goals on data that will be available after June 30, 2016.**

**To sort action steps by start date:**  
Highlight the cells in the start date column, right click and select sort, oldest to newest.  
*Note: If you do this sort you will need to reorder your step numbers.*

End of Cycle (EOC) Date	Interim Goals	Source(s) of Evidence	Status
EOC1	Develop a schedule for PD/PLCs and common planning time. Four teachers already trained in UDL will train 10-12 additional teachers over 3 days in August/September.	Board agenda, schedule, teacher attendance	
EOC2			
EOC3	Conduct administrative walkthroughs to ensure implementation of UDL model.	Walkthrough documentation	
EOC4			
EOC5	By the end of cycle 3 of the Danielson Teacher Evaluation model, 80% of identified teachers will be rated Effective or Highly Effective in Domains 1d & 3c as a result of implementation of UDL through Professional Development, PLCs and administrative feedback.	Board agenda, schedule, teacher attendance, UDL lesson, review of lesson plans, walkthroughs and teacher observations	

Step No.	Strategy	Action Step	Primary Turnaround Addressed	Principle	Start Date	Deadline	Assigned To
1	1	Administration will attend the RAC conference in August.	1 - School Leadership		8/1/15	9/9/15	Principal, assistant principal, instructional supervisors
2	1	Teachers already trained in UDL will provide UDL training to 10 colleagues over 3 days in the summer.	5 - Effective Staffing		9/1/15	9/9/15	Principal, assistant principal, instructional supervisors
3	1	10 newly trained teachers will create UDL lessons for one unit per marking period	4 - Curriculum, Assessment & Intervention System		9/1/15	10/24/15	Principal, assistant principal, instructional supervisors
4	1	Materials/resources will be purchased to assist with the implementation of UDL	3 - Effective Instruction		9/1/15	10/24/15	Principal, assistant principal, instructional supervisors
5	1	Develop and schedule PLCs: topics will include UDL, student engagement and assessment	7 - Effective Use of Time		9/1/15	6/17/16	Principal, assistant principal, instructional supervisors
6	1	Hold biweekly meeting times/common planning times for teachers trained in UDL	7 - Effective Use of Time		10/24/15	6/17/16	District administration

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7	3	Administrative team will complete 3 observations (formal) and 6 out of 18 walkthroughs (informal), focusing on Danielson Domains 1d & 3c.	1 - School Leadership	10/24/15	6/17/16	District administration
8	1	Conferencing between novice teachers and their mentors will occur once per month, focusing on Danielson Domains 1 & 3.	5 - Effective Staffing	2/29/16	6/17/16	Mentors and mentees
9	1	Teachers wil attend UDL trainings offered by RAC	5 - Effective Staffing	2/29/16	6/17/16	
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